

National Park Service



Service Contract Act

National Park Hospitality Association

Midyear Meeting

October 2 – 4, 2006

WASO Concession Program



Service Contract Act

- What is it?
- Why is it important to us?
- What is being done?

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The SCA in a Nutshell

- An act that requires Federal contractors to pay service employees no less than the wage rates and fringe benefits found prevailing in the locality or, where existing, the rates contained in a predecessor contractor's collective bargaining agreement.
 - For greater detail, Google "Service Contract Act FAQs"

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Historical Underpinnings

- The Service Contract Act (SCA) provides exemptions for concessions contracts “principally for the furnishing of food, lodging, automobile fuel, souvenirs, newspaper stands, and recreational equipments to the general public”



WASO Concession Program



Getting Into National Park Concessions

- Transportation workers at Denali brought a case to the Department of Labor in 2002 requesting a determination whether the Service Contract Act applies to the bus service operations in the park
- DOL issued an administrative determination in June 2006 stating that the SCA applies to the Denali concession contract



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SCA Implementation Impacts

- Wage determinations made on a contract by contract basis
- May require concessioners to annually report labor statistics to NPS and/or DOL
- Will likely change labor costs for concessioners
- Prevailing wages, benefits, and overtime paid regardless of seasonality or part time employment status

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DOL WHD: Government Service Contracts - Mozilla Firefox

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http://www.dol.gov/esa/whd/contracts/sca.htm

U.S. Department of Labor
Employment Standards Administration Wage and Hour Division

www.dol.gov/esa Search / A to Z Index

Find It! By Topic | By Audience | By Top 20 Requested Items | By Form | By Organization | By Location

August 16, 2006 DOL Home > ESA > WHD > Government Contracts > SCA

Compliance Assistance — McNamara-O'Hara Service Contract Act (SCA)

- [The Law](#)
- The Regulations
 - [Labor Standards for Federal Service Contracts](#)
29 CFR Part 4
 - [Rules of Practice for Administrative Proceedings Enforcing Labor Standards in Federal and Federally Assisted Construction Contracts and Federal Service Contracts](#)
29 CFR Part 6
 - [Practice Before the Administrative Review Board with Regard to Federal Service Contracts](#)
29 CFR Part 8
- Federal Register
 - Proposed Rules
 - [Service Contract Act; Labor Standards For Federal Service Contracts \[10/25/1996\] | \[PDF Version\]](#)
 - [Service Contract Act; Labor Standards for Federal Service Contracts; \[05/02/1996\] | \[PDF Version\]](#)
 - Final Rules
 - [Service Contract Act; Labor Standards for Federal Service Contracts \[07/26/2000\] | \[PDF Version\]](#)

Quick Links

NEW! Wage Determinations OnLine

Links to ESA compliance resources:

- [ESA Compliance Assistance](#)
- [WHD Compliance Assistance](#)
- [Executive Order 13201 \(the Beck Poster\)](#)

Links to other Departmental compliance resources:

- [Compliance Assistance](#)
- [Summary of Major DOL Laws](#)
- [Compliance Tools](#)
- [Employment Law Guide](#)

WHD Home

FairPay Home

Opinion Letters **NEW!**

Compliance Assistance

- [Basic Information](#)
- [Fair Labor Standards / Minimum Wage](#)
- [Stock Options](#)
- [Wage Garnishment](#)
- [Family & Medical Leave](#)
- [Farm Labor](#)
- [Immigration](#)
- [Lie Detector Tests](#)
- [Government Contracts](#)
- [Fact Sheets](#)
- [Back Wage Employee Locator](#) **NEW!**

Field Operations Handbook (FOH) and Advisory Memoranda

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Wage Determinations Online - Mozilla Firefox

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http://www.wdol.gov/

Wage Determinations OnLine.gov

Providing public access to federal wage determinations and related information.

WDOL.gov is part of the Integrated Acquisition Environment, one of the E-Government initiatives in the President's Management Agenda. It is a collaborative effort of the Office of Management and Budget, Department of Labor, Department of Defense, General Services Administration, Department of Energy, and Department of Commerce.

HOME | [User Guide](#) | [Help](#)

Service Contract Act	Davis-Bacon Act	Related Information
<ul style="list-style-type: none">Selecting SCA WDse98Archived WDsWDs due to be revised	<ul style="list-style-type: none">Selecting DBA WDsArchived WDsWDs due to be revised	<ul style="list-style-type: none">Agency Labor AdvisorsLibraryDOL Wage and Hour Website

Welcome to the Wage Determinations OnLine Program!

This website provides a single location for federal contracting officers to use in obtaining appropriate Service Contract Act (SCA) and Davis-Bacon Act (DBA) wage determinations (WDs) for each official contract action. The website is available to the general public as well. Guidance in selecting WDs from this website is provided in the WDOL.gov User's Guide.

Alternatively, the WDOL.gov Program also provides contracting officers direct access to the Department of Labor's (DOL's) "e98" website to submit a request for SCA WDs for use on official contract actions. In some instances, the WDOL.gov Program will not contain the appropriate SCA WD, and contracting officers will be directed to use DOL's e98 website in order to obtain the required SCA WD. DOL will provide the contracting officer with an SCA WD through the e98 system.

News and Updates...

- FAR Interim Rule implementing WDOL is published in Federal Register
- DOL issues new 5th Edition of SCA Directory of Occupations
- SCA Directory of Occupations 5th Edition

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